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23 DEC 1953

MEMORANDUM FOR: Chairman, CIA Career Service Board

ATTN: Executive Secretary

SUBJECT: Report of the Junior Officers' Committee and  
Report of the Panel on Career Service for Women

REFERENCE: Memorandum from Chairman, CIA Career Service  
Board to Members, CIA Career Service Board,  
same subject, dated 9 December 1953

1. In compliance with para. 2 of reference, I have given consideration to both reports and have discussed them with C/PP and other individuals within the PP complex who are concerned directly with Career Service. The comments below reflect PP opinion.

a. Report of the Junior Officers' Committee:

(1) We believe that many of the difficulties which are stressed in this report stem from past inequities which have been largely eliminated today. The recruitment procedures of two years ago were rapid and largely without coordination. At that time false impressions might have been created in the applicant's mind, and when he was eventually hired, his particular qualifications might not have been used effectively. Today, however, recruitment, when effected, is more carefully done. We try to make sure that no individual is brought into the Agency unless it is determined that no available on-board employee exists who possesses similar or equal qualification to the individual proposed. All requests for appointments are discussed and reviewed by each Career Service Board within the DD/P complex.

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(2) With the publication on 9 October 1953 of [ ] and with the intensive effort that the Career Service Boards within DD/P are making to achieve an effective implementation of its principles and mechanisms, it is believed that the majority of the difficulties outlined by the Junior Officers' Committee will disappear. Rotation and reassignment problems, under [ ], will be ironed out, and officers and employees

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within DD/P can look to a long-range development and planning of their individual careers. Once Area Division and Senior Staff proposed T/O's are approved, it should be possible for Career Service Boards within DD/P to achieve the goals set forth by the Junior Officers' Committee.

(3) The PP Career Service Board favors one Career Service Board within DD/P. On 21 April 1953 such a recommendation was made to the Clandestine Services Career Service Board. Centralization of this function at the DD/P level would result in greater uniformity and fairness in processing actions of all kinds; in action being taken on the basis of broader considerations; in decisions being authoritative and final; in more effective utilization of the aggregate T/O for the entire DD/P complex; in more effective selection of individuals to fill vacancies; in more effective and coherent promulgation and execution of career management policy. This recommendation, concurred in by all Area Division Chiefs and members of the PP Career Service Board, was tabled by the Clandestine Services Career Service Board. It is urged that this matter now be re-examined in light of the recommendations of the Junior Officers' Committee.


(4) The need for a consistent promotion policy is well recognized and, as you know, is now being considered by the CIA Career Service Board.

(5) Members of the PP Career Service Board believe there is need for a more effective supervisory program within the Agency. The PP Career Service Board is stressing the need for fair and just personnel evaluations and does not consider personnel action requests unless these are appropriately documented with evaluative materials.

b. Report of the Panel on Career Service for Women:

(1) While we recognize the value of this report, we do not have any significant comments. The report has important statistical information; it highlights potential injustices; and has value in alerting the Agency to potential injustices.

(2) I concur in the notations contained in para. 2 of the Minutes of the CIA Career Service Board for 23 November 1953.

  
Acting Member  
CIA Career Service Board

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